

NATIONAL GALLERY OF ART

2016 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
1	*I am given a real opportunity to improve my skills in my organization.	N		105	212	90	73	45	525	N/A
		%	60.40%	19.81%	40.59%	17.28%	13.82%	8.50%	100.00%	
2	I have enough information to do my job well.	N		116	243	70	63	30	522	N/A
		%	68.54%	21.96%	46.58%	13.44%	12.15%	5.87%	100.00%	
3	I feel encouraged to come up with new and better ways of doing things.	N		117	184	86	79	46	512	N/A
		%	58.65%	22.46%	36.19%	16.73%	15.58%	9.04%	100.00%	
4	*My work gives me a feeling of personal accomplishment.	N		177	198	78	38	32	523	N/A
		%	71.83%	33.87%	37.96%	14.97%	7.07%	6.13%	100.00%	
5	*I like the kind of work I do.	N		233	200	58	16	10	517	N/A
		%	83.96%	45.32%	38.64%	11.16%	2.98%	1.90%		
6	I know what is expected of me on the job.	N		184	240	57	19	20	520	N/A
		%	81.60%	35.11%	46.49%	10.83%	3.60%	3.97%		
7	When needed I am willing to put in the extra effort to get a job done.	N		338	150	21	9	3	521	N/A
		%	93.82%	65.07%	28.74%	3.96%	1.67%	0.55%		
8	I am constantly looking for ways to do my job better.	N		244	230	42	7	3	526	N/A
		%	90.06%	46.50%	43.56%	8.02%	1.36%	0.56%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	N		81	239	75	75	51	521	3
		%	61.59%	15.47%	46.11%	14.35%	14.25%	9.82%		
10	*My workload is reasonable.	N		83	272	82	54	31	522	0
		%	67.99%	15.62%	52.37%	15.62%	10.37%	6.02%		
11	*My talents are used well in the workplace.	N		93	198	99	57	61	508	5
		%	57.07%	17.91%	39.16%	19.64%	11.23%	12.05%		
12	*I know how my work relates to the agency's goals and priorities.	N		167	249	61	24	14	515	4
		%	80.71%	32.13%	48.58%	11.87%	4.69%	2.73%		
13	*The work I do is important.	N		236	209	51	10	12	518	0
		%	86.01%	45.51%	40.50%	9.78%	1.89%	2.33%		
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		140	241	63	39	40	523	1
		%	72.40%	26.41%	45.99%	12.19%	7.63%	7.77%		
15	*My performance appraisal is a fair reflection of my performance.	N		108	242	85	42	33	510	12
		%	68.55%	20.84%	47.71%	16.70%	8.32%	6.43%		
16	I am held accountable for achieving results.	N		137	276	70	17	18	518	4
		%	79.70%	26.17%	53.53%	13.50%	3.27%	3.54%		
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		89	192	109	48	60	498	23
		%	56.02%	17.61%	38.41%	22.23%	9.71%	12.03%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
18	*My training needs are assessed.	N		51	191	131	80	55	508	13
		%	47.15%	9.82%	37.33%	26.28%	15.55%	11.02%		
19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		108	232	84	46	34	504	23
		%	67.19%	21.30%	45.89%	16.73%	9.25%	6.82%		
20	*The people I work with cooperate to get the job done.	N		130	232	85	49	28	524	N/A
		%	69.13%	24.75%	44.37%	16.03%	9.42%	5.43%		
21	*My work unit is able to recruit people with the right skills.	N		74	213	121	62	40	510	14
		%	56.22%	14.42%	41.80%	23.93%	12.01%	7.84%		
22	*Promotions in my work unit are based on merit.	N		36	139	140	82	94	491	30
		%	35.33%	7.07%	28.26%	28.97%	16.52%	19.18%		
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		32	136	146	96	81	491	28
		%	33.93%	6.39%	27.54%	29.91%	19.56%	16.60%		
24	*In my work unit, differences in performance are recognized in a meaningful way.	N		29	144	146	108	72	499	23
		%	34.32%	5.69%	28.62%	29.16%	21.95%	14.58%		
25	Awards in my work unit depend on how well employees perform their jobs.	N		44	160	131	79	76	490	35
		%	41.47%	8.89%	32.58%	26.80%	16.20%	15.53%		
26	Employees in my work unit share job knowledge with each other.	N		95	262	86	41	36	520	1
		%	68.22%	17.91%	50.31%	16.80%	8.07%	6.91%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
27	The skill level in my work unit has improved in the past year.	N		90	193	143	49	38	513	10
		%	54.75%	17.13%	37.62%	28.41%	9.40%	7.44%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
28	How would you rate the overall quality of work done by your work unit?	N		254	174	70	19	8	525	N/A
		%	81.56%	48.60%	32.96%	13.35%	3.64%	1.45%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		103	281	85	21	23	513	7
		%	74.92%	20.06%	54.86%	16.61%	4.09%	4.39%		
30	*Employees have a feeling of personal empowerment with respect to work processes.	N		52	182	114	98	64	510	9
		%	45.68%	10.04%	35.64%	22.39%	19.37%	12.55%		
31	Employees are recognized for providing high quality products and services.	N		70	177	134	76	55	512	6
		%	48.13%	13.52%	34.61%	26.12%	14.98%	10.77%		
32	*Creativity and innovation are rewarded.	N		55	139	138	94	82	508	11
		%	38.02%	10.62%	27.40%	27.18%	18.61%	16.19%		
33	*Pay raises depend on how well employees perform their jobs.	N		29	94	143	99	110	475	41
		%	25.64%	5.89%	19.76%	30.17%	20.90%	23.29%		
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		55	181	145	56	56	493	26
		%	47.61%	10.84%	36.77%	29.46%	11.51%	11.43%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
35	*Employees are protected from health and safety hazards on the job.	N		94	236	89	54	31	504	10
		%	65.10%	18.28%	46.81%	18.01%	10.78%	6.12%		
36	*My organization has prepared employees for potential security threats.	N		78	244	91	68	34	515	4
		%	62.56%	14.97%	47.59%	17.81%	13.06%	6.57%		
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		68	168	118	58	81	493	25
		%	47.78%	13.65%	34.13%	24.05%	11.81%	16.35%		
38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		84	205	101	35	36	461	60
		%	62.64%	18.06%	44.58%	22.10%	7.59%	7.67%		
39	My agency is successful at accomplishing its mission.	N		136	251	80	22	21	510	10
		%	75.92%	26.56%	49.36%	15.80%	4.25%	4.02%		
40	I recommend my organization as a good place to work.	N		134	203	105	41	40	523	N/A
		%	64.50%	25.42%	39.09%	19.97%	7.83%	7.70%		
41	I believe the results of this survey will be used to make my agency a better place to work.	N		76	128	130	80	65	479	44
		%	42.38%	15.58%	26.80%	27.35%	16.75%	13.52%		
42	*My supervisor supports my need to balance work and other life issues.	N		174	202	59	36	45	516	2
		%	72.72%	33.60%	39.12%	11.58%	6.92%	8.78%		
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		134	182	100	56	47	519	1
		%	60.44%	25.32%	35.12%	19.44%	10.94%	9.17%		
44	*Discussions with my supervisor about my performance are worthwhile.	N		128	182	92	50	54	506	7
		%	60.85%	24.85%	36.00%	18.24%	10.05%	10.86%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
45	My supervisor is committed to a workforce representative of all segments of society.	N		117	183	110	34	38	482	38
		%	61.59%	23.85%	37.74%	23.09%	7.26%	8.06%		
46	My supervisor provides me with constructive suggestions to improve my job performance.	N		119	196	95	57	47	514	3
		%	60.81%	22.64%	38.17%	18.61%	11.32%	9.26%		
47	*Supervisors in my work unit support employee development.	N		104	213	97	51	50	515	6
		%	61.41%	19.93%	41.47%	18.84%	9.92%	9.83%		
48	My supervisor listens to what I have to say.	N		164	214	78	36	27	519	N/A
		%	72.63%	31.27%	41.36%	15.16%	6.92%	5.29%		
49	My supervisor treats me with respect.	N		181	219	62	25	31	518	N/A
		%	76.97%	34.61%	42.35%	12.11%	4.84%	6.08%		
50	In the last six months, my supervisor has talked with me about my performance.	N		120	236	70	61	31	518	N/A
		%	68.53%	22.77%	45.76%	13.64%	11.85%	5.97%		
51	*I have trust and confidence in my supervisor.	N		146	183	100	40	49	518	N/A
		%	63.12%	27.80%	35.33%	19.40%	7.87%	9.61%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	N		213	141	96	32	37	519	N/A
		%	67.66%	40.79%	26.87%	18.78%	6.35%	7.21%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		56	151	115	103	90	515	5
		%	39.69%	10.46%	29.23%	22.53%	20.16%	17.62%		
54	My organization's senior leaders maintain high standards of honesty and integrity.	N		61	185	124	57	74	501	18
		%	48.68%	11.87%	36.81%	25.05%	11.48%	14.78%		

Core Survey

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
55	*Supervisors work well with employees of different backgrounds.	N		60	213	130	25	54	482	30
		%	55.95%	12.19%	43.76%	27.49%	5.22%	11.34%		
56	*Managers communicate the goals and priorities of the organization.	N		59	226	107	61	55	508	4
		%	55.66%	11.30%	44.35%	21.12%	12.23%	11.00%		
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		49	210	122	46	48	475	38
		%	54.04%	10.03%	44.01%	25.92%	9.79%	10.25%		
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		56	186	122	80	66	510	9
		%	46.94%	10.64%	36.31%	24.06%	15.92%	13.08%		
59	Managers support collaboration across work units to accomplish work objectives.	N		59	212	117	60	54	502	15
		%	53.50%	11.39%	42.11%	23.55%	12.19%	10.76%		
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/No Basis to Judge
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		113	157	133	45	52	500	20
		%	53.47%	22.28%	31.19%	26.95%	9.10%	10.48%		
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/No Basis to Judge
61	*I have a high level of respect for my organization's senior leaders.	N		98	172	121	55	69	515	5
		%	52.03%	18.65%	33.38%	23.86%	10.72%	13.39%		
62	Senior leaders demonstrate support for Work/Life programs.	N		80	154	125	58	57	474	46
		%	49.11%	16.69%	32.41%	26.69%	12.25%	11.95%		
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
63	*How satisfied are you with your involvement in decisions that affect your work?	N		75	193	123	83	45	519	N/A
		%	51.13%	13.96%	37.17%	24.13%	15.99%	8.75%		

Core Survey

			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	N		59	172	129	106	51	517	N/A
		%	44.02%	11.02%	33.01%	25.13%	20.83%	10.02%		
65	*How satisfied are you with the recognition you receive for doing a good job?	N		78	175	124	88	49	514	N/A
		%	48.85%	14.79%	34.06%	24.32%	17.09%	9.74%		
66	*How satisfied are you with the policies and practices of your senior leaders?	N		59	155	152	88	59	513	N/A
		%	41.35%	11.02%	30.33%	29.79%	17.26%	11.59%		
67	*How satisfied are you with your opportunity to get a better job in your organization?	N		52	128	149	105	81	515	N/A
		%	34.56%	9.77%	24.80%	29.33%	20.37%	15.74%		
68	*How satisfied are you with the training you receive for your present job?	N		62	212	128	62	48	512	N/A
		%	53.35%	11.99%	41.36%	25.25%	12.00%	9.40%		
69	*Considering everything, how satisfied are you with your job?	N		118	224	94	39	40	515	N/A
		%	66.30%	22.66%	43.64%	18.38%	7.50%	7.82%		
70	*Considering everything, how satisfied are you with your pay?	N		62	184	87	114	68	515	N/A
		%	48.01%	11.92%	36.09%	17.09%	21.89%	13.01%		
71	Considering everything, how satisfied are you with your organization?	N		101	190	115	64	47	517	N/A
		%	56.13%	19.31%	36.82%	22.46%	12.26%	9.16%		
79	How satisfied are you with the following Work/Life programs in your agency? Telework	N		23	28	22	12	5	90	13
		%	56.84%	25.29%	31.54%	23.87%	13.94%	5.36%		
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		26	49	14	3	4	96	8
		%	78.68%	26.77%	51.91%	14.09%	2.97%	4.25%		
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		19	66	19	5	3	112	7
		%	76.24%	16.66%	59.57%	16.73%	4.39%	2.64%		

Core Survey

			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/No Basis to Judge
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		24	50	22	5	4	105	9
		%	70.49%	22.65%	47.85%	20.90%	4.76%	3.85%		
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		3	4	6	0	1	14	8
		%	50.48%	21.64%	28.84%	42.44%	0.00%	7.08%		
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		4	7	4	0	0	15	8
		%	73.24%	26.52%	46.72%	26.76%	0.00%	0.00%		

Survey administration period: May 3 - June 14, 2016

* AES prescribed items

** Unweighted count of responses excluding "Do Not Know" and "No Basis to Judge"